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ICA Record

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OCA 87-5008
24 September 1987

MEMORANDUM FOR: Acting Deputy Director for Administration
Director of Personnel
Director of Congressional Affairs

FROM:

[Redacted Box]

Congressional Affairs

STAT

SUBJECT: Status on Pay Personnel Proposal

1. With the help of the OCA staff, I think we have the best answer on exactly where we stand with our oversight committees on our proposed Pay, Personnel Management, and Compensation initiative.

2. Staffers from both SSCI and HPSCI have worked out their differences on the initiative. They have not and will not put their agreement into writing until the Members of both Committees meet in Conference. If the agreement is maintained, the House--by tradition--will write the Conference Report.

3. Per the staffs' agreement, NAPA will do the study of the personnel systems of the Intelligence Community agencies. January 1989 is the due date for NAPA's final report. Language will be included in the report saying that it is not the intention of Congress to slow down personnel initiatives that agencies deem necessary, but it is expected that NAPA will provide interim reports to accompany those aspects of the personnel initiative the agencies want to move on. A senior Intelligence Committee staffer advises that we consider this requirement when negotiating the contract with NAPA; the contract should call for specific interim reports in accordance with our timetable.

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4. The DDA has indicated he does not want to arrange meetings with Members nor press the staff any further. Barring this option, I would appreciate your thoughts about how to proceed.



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cc: DD/PA&E/OP

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OCA Record

OCA 87-5233

18 September 1987

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OCC FILE

SSCI/HPSCI

MEMORANDUM FOR THE RECORD

SUBJECT: Agreed upon Language for Agency Pay, Personnel,
Management and Compensation Proposal from HPSCI/
SSCI Staff Conference

1. I spoke with Charlie Battaglia, SSCI staffer, regarding the results of the meeting between SSCI and HPSCI today on the agreed upon language related to the Agency proposal to initiate a new personnel management system.

2. Battaglia reported they had reached a compromise resulting in the following:

NAPA will do the study. No Presidential Commission.

The Study will be classified.

On timing...The conferees agreed that the Agency would identify the priority areas where we want to proceed to implement. NAPA will focus their research on these areas first with a preliminary report due not later than 1 August 1988. The Agency will not be permitted to implement until the NAPA preliminary report is submitted.

3. The bottom line is we lost four months from our date of 1 March from when we wanted the report due but picked up five months from HPSCI's date of 31 December 1988.

4. Battaglia also reported that HPSCI is drafting the precise language to go into the Authorization Bill. SSCI will coordinate and approve the language. I asked for us to see whatever is written.

5. Battaglia said we should start identifying our priorities. I will arrange a meeting with him, me and [redacted] for next week to figure out more precisely where we stand and what needs to be done.

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[redacted]
Office of Congressional Affairs

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